



2007 SUMMER “FIRE” JOB OPPORTUNITIES

The Department of Natural Resources (DNR) is currently recruiting for **Forest Fire Fighter Crew Members** and **Natural Resource Workers** for the 2007 summer season to perform pre-suppression and suppression related activities as a member of a Handcrew, wildland fire engine crew or Helitack crew. This is an excellent opportunity for motivated individuals and students who desire a career in natural resource management or to gain fundamental forestry experience through fire crew employment. Individuals must be willing and capable of performing strenuous outdoor work safely and productively and of accepting direction and acting responsibly. The duration of these positions is generally 3-4 months with work beginning approximately mid-June and ending mid-September. The experience and training gained as a Forest Fire Fighter or a Natural Resource Worker can form the foundation for a successful career in forestry.



If you are interested in applying for one of these opportunities please apply directly to each region where you are available and interested in working.



FOREST FIRE FIGHTER

Forest fire fighter is an entry-level position. Previous natural resource experience is not required. Upon hire, basic wildland fire training is provided.

A forest fire fighter will:

- Prepare equipment and vehicles to fight fire.
- Safely respond to wildland fire to suppress and prevent them from spreading.
- Perform entry-level wildland fire duties including hand-line construction, water handling, general suppression and prevention activities or training.

When not engaged in wildland fire suppression, forest fire fighters will:

- Thin and prune timber so it's better suited for protection of wildlife, watersheds and/or to create revenue, and
- Maintain recreation sites, buildings, grounds, roads and equipment.

NATURAL RESOURCE WORKER

Natural Resource Workers generally perform a leadership role within a crew and candidates are required to have 3 months of previous natural resource work experience. Natural Resource Worker duties may include:

- Supervising and/or leading crews on the fireline, fire suppression and prevention, operating and maintaining small motorized equipment, operating light or heavy trucks (e.g. driver of a 1-ton 4x4, 240 gal., 2-3 person fire engine)
- Writing routine burning permits, issuing citations for infractions of fire prevention and recreation use regulations, and conducting logger fire tool inspections.
- Mark and measure timber, cut brush on survey lines, lead small crews to maintain roads and recreation facilities, and operate and maintain small hand and power tools.

PAY AND HOURS

- Forest Fire Fighter starting salary: \$1,533 per month or \$8.81 per hour (maximum salary, depending on time/seasons spent in the job, is \$1,754 per month or \$10.08 per hour.)
- Natural Resource Worker starting salary: \$2,053 per month or \$11.80 per hour (maximum salary, depending on time spent in the job, is \$2,588 per month or \$14.87 per hour.)
- For all hours worked under the Incident Command System, one dollar \$1.00 is added to an employee's regular hourly rate of pay.
- Crew members normally work either an 8-hour day, five days a week, or a 10-hour day, four days a week. Positions may require response during off-duty hours to emergency fire suppression needs. Overtime is paid at the rate of time and one-half in excess of 40 hours. For purposes of overtime administration, the agency work week begins at 0001 Monday morning and ends at 2400 Sunday night.

WORKING CONDITIONS

Many of the duties performed on these jobs require considerable physical exertion; working outdoors in all terrain and weather conditions, working long hours, and extended periods of time away from home. Duties include but may not be limited to the ability to carry up to 45 pounds, run, bend, twist, walk and/or climb. These conditions require the ability to perform the job duties with or without reasonable accommodation. A work capacity test or "pack" test that measures the physical fitness of candidates is administered as part of the selection process. Candidates are required to pass at the "arduous" level for a fire fighter crew member or natural resource worker position.

Most jobs are "home guard" which means employees must reside within a short commute of a crew assembly point. A short commute is typically considered to be within 35 miles but this also depends on the response time. Typical crews will operate from a crew leader's home and consist of two crewmembers. Exact locations vary each year and are scattered through the department's fire protection area. Employees working as "home guard" must have their own reliable transportation and a home telephone or personal cell phone.

DNR also maintains two 15 to 20-member Handcrews. These crews are maintained at Highlands Camp near Loomis, WA in the Northeast region and at Ahtanum located 29 miles west of Yakima, WA in the Southeast region. At these locations, barracks with bedding are provided. Meals are provided at Highlands Camp and approx. \$3.00 per meal is deducted from each paycheck.

Natural resource workers and forest fire fighters in the Southeast region may also apply to become a Helitack crew member. Helitack crew members are based out of Ellensburg and provide state-wide aviation support of fires throughout the season.



DNR will provide fire crewmembers with required safety clothing or "PPE" (Personal Protective Equipment). This clothing may be worn during regular work hours and must be worn while fire fighting. All undergarments are the responsibility of the individual and should be 100% cotton. Crew members are required to wear lace-up boots made of heavy leather construction that extend a minimum of 8" above the sole and are of non-slip design. DNR will reimburse up to \$180 (with original receipt) for the cost of pre-approved boots. Other clothing, such as rain-gear, coats, hats etc., must be provided by the individual.

JOB REQUIREMENTS

- Must be age 18 and possess a high school diploma or G.E.D at the time of hire.
- Must have a valid driver's license with a driving record free from serious traffic violations **and** two years of driving experience. Examples of serious traffic violations: Within three years any suspension or revocation of license for reckless driving, hit and run, leaving an accident scene, failure to appear, driving under the influence of drugs or alcohol, or other vehicle-related felony; or for multiple traffic offenses (4 moving violations/infractions in 12 months/5 moving violations/infractions in 24 months) resulting in a Conditional Status driving record or subsequent suspension/revocation of license, or 6 or more moving violations with a 12-month period resulting in license suspension.
- The ability to act promptly and use good judgment in emergencies, and deal tactfully with the public.
- Must pass a work capacity test or "pack" test during the selection process. The pack test may be administered before or after a contingent employment offer has been made. General information about the pack test is included in this packet and more detailed information is provided to candidates at the time they are interviewed.
- Some positions may be subject to pre-employment drug testing, require 4 years of driving experience and/or require the ability to operate a manual transmission in a fire truck.
- **Natural Resource Worker applicants only:** Must have three months of natural resource labor experience.
- **New for 2007:** Candidates who receive a contingent employment offer will also be required to provide certificates of course completion for **IS-700** and **I-100** before their first day of work. General information about these courses is included below.

DESIRED QUALIFICATIONS FOR NATURAL RESOURCE WORKER APPLICANTS

- Three months fire fighting experience.
- Current Red Card rating of Firefighter Type 1 (FFT1).
- Strong leadership skills.

WHAT YOU SHOULD KNOW ABOUT THE IS-700 and ICS-100 COURSES

DNR PRE-EMPLOYMENT TRAINING REQUIRED FOR WILDLAND FIREFIGHTERS AND NATURAL RESOURCE WORKERS

The National Incident Management System (NIMS) is a comprehensive national framework for incident management. It is used when managing wildfires, disasters and terrorist incidents by establishing standard incident management processes, protocols, terminology and procedures. NIMS will enable all emergency responders at all levels to work together.

The Incident Command System (ICS) is used by local, state, tribal and federal agencies throughout the United States, as directed by Homeland Security Presidential Directive, HSPD-5.

IS-700-National Incident Management System (NIMS), An Introduction, may be completed on line at:

<http://www.training.fema.gov/EMIWeb/IS/crslist.asp> or http://www.hsi.wa.gov/on_line.html . The HSI on-line course is recommended because it's tailored to Washington State and students get immediate feedback and printable certificates of completion.

I-100-Introduction to the Incident Command System (ICS) or equivalent, may be completed on line at:

<http://training.nwcg.gov/classes/i100.htm> . IS-100 is interchangeable with I-100 and may be completed on line at: <http://www.training.fema.gov/EMIWeb/IS/crslist.asp> or http://www.hsi.wa.gov/on_line.html

Fire Fighter Crew Member and Natural Resource Worker candidates (regardless of work experience with DNR) who receive a contingent employment offer, must provide copies of their certificates of completion for these two courses to the appropriate region contact listed in this packet by their first day of work. Failure to do so will disqualify candidates for employment in these positions. Some returning seasonal employees may have previously taken and received credit by DNR for I-100. These employees will not have to retake the course or submit a certificate of completion. Check with the appropriate region contact listed in this packet to verify if you have received credit.

WHAT YOU SHOULD KNOW ABOUT THE "PACK TEST"

DNR WORK CAPACITY TESTING FOR WILDLAND FIREFIGHTERS AND NATURAL RESOURCE WORKERS

Safety is of primary importance and concern. An element of safety is personal physical fitness and is important for co-worker safety, personal safety and health and for efficient fireline operations. The "Pack" test is a work capacity test that measures aerobic capacity, muscular strength, and muscular endurance. Firefighters, strike team leaders, line scouts, and others assigned arduous duty must be prepared to work in steep terrain; and in extreme temperatures, altitude, and smoke-while maintaining reserve work capacity to meet unforeseen emergencies.

The "Pack" Test

Fire fighter and natural Resource Workers must pass the arduous fitness level by completing a 3-mile hike with a 45lb pack in 45 minutes. The test is Pass/Fail only. Failure to pass will disqualify candidates for employment in these positions.

"Pack" Test Training

Prior to reporting for work, applicants are strongly encouraged to train for arduous level work capacity. However, before you begin to train for testing or before substantially increasing your level of activity please review the health screening questionnaire (HSQ) and consult your healthcare provider if necessary. You may contact the region office for a copy of the HSQ. Once you are cleared to begin training, you will need:

- Adequate footwear that will cover and protect feet and ankles while testing.
- Comfortable clothing.
- A pack, that weighs either 45 lbs.
- An accurately measured, safe, and level course.

Training for the Pack Test is important. Start training at least 4-6 weeks before you are scheduled to take the test. To be in shape for work duty, you may want to train in the footwear or boots you will wear on the job.

Taking the Actual "Pack" Test

- You will be contacted by the Region with the date, time and place for the Pack Test. The Region will also provide you with the HSQ and a waiver at that time.
- You must provide the Test Administrator with the Waiver and Release Form signed and dated by you and your completed HSQ on the day of the test. If you check any response in Section A on the HSQ or more than one response in Section B on the front of the HSQ, you must have your healthcare provider sign the back of the HSQ and indicate if there are any limiting conditions restricting your participation in the Pack test.
- Testing will be monitored and any problems should be brought to the attention of the test monitors.
- No jogging or running is permitted.
- You may choose your own pack or a standard weighted vest will be provided. Packs will be weighed before and after testing.

APPLICATION PROCEDURE

Applications for the 2007 Fire Season are accepted beginning in January. Closing dates vary by region – see below.

How and Where to Apply

Each of DNR's 6 regions manage their own hiring for applicants who are interested and available to work within their geographical boundaries. **You must make and send a copy of the complete application packet to each region you are interested in working.**

1. Determine in which region(s) you are available to work.
2. Complete the attached employment application **and** the geographical availability sheet
3. Obtain a 5-year driving record for **employment purposes**. This abstract should be from the state(s) that you have resided in for the last 5 years. In Washington, you can obtain a driving record from the Department of Licensing (DOL). DOL charges \$5 and requires a Washington Driver License or a document containing both the name and photograph as proof of identity OR, you can mail a completed [Driving Record Request form](#) to the DOL. The driving record should be not more than 30 days old from the date you submit your employment application. If you do not live in Washington you will still need to provide a five year abstract from the state in which you are currently licensed. **You must submit a 5-year record even if you do not have 5 years of driving experience.**
4. A completed application packet includes the following. All materials should be submitted together as one packet to the region office.
 - ☐ Employment application **and** geographic availability sheet.
 - ☐ 5-year driving record for **employment purposes**
 - ☐ Photocopy of your driver license.
 - ☐ Veterans may submit a DD-214 or NGB 22 for Veteran's Preference.
 - ☐ Candidates may also submit copies of IS 700 and I-100 Certification if they have completed the courses.

IMPORTANT!

If emailing your application, scan in all applicable documents and send as one package. If you do not have scanning capabilities then fax or mail it as one packet. Application packets that are not signed or do not include a copy of your license and driving record will be returned to you and not considered for employment.

The DNR reserves the right to fill positions prior to application deadline, applying early is strongly encouraged.

APPLICATION DEADLINES FOR EACH REGION

Northeast	April 16
Northwest	March 31
Olympic	March 31
Pacific Cascade	April 15
Southeast	March 31
South Puget Sound	March 16

Required upon hire: Once hired, employees must furnish proof of eligibility to work in the United States. Typical documents that demonstrate proof are a social security card and a driver license.

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Persons with a disability who need assistance in the application or testing process, or those needing this announcement in an alternative format may call (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.



Human Resource Use Only

- ☐ Accept - Application Packet Complete
☐ Return - Application Packet is Incomplete

SUMMER EMPLOYMENT APPLICATION

POSITION APPLYING FOR: <input type="checkbox"/> FOREST FIRE FIGHTER NATURAL RESOURCE WORKER <input type="checkbox"/> ENGINE LEADER <input type="checkbox"/> FUEL TRUCK DRIVER <input type="checkbox"/> HELICOPTER MANAGER <input type="checkbox"/> HANDCREW SQUADBOSS ARE YOU A RETURNING EMPLOYEE? <input type="checkbox"/> YES <input type="checkbox"/> NO WHAT POSITION DID YOU HAVE LAST?	ARE YOU CURRENTLY RED CARDED? <input type="checkbox"/> YES <input type="checkbox"/> NO	SOC. SEC. NO.
	AVAILABLE EMPLOYMENT DATES FROM: TO:	HOME PHONE
	ARE YOU WILLING TO TRAVEL? <input type="checkbox"/> YES <input type="checkbox"/> NO	BUSINESS/MESSAGE PHONE
NAME (LAST, FIRST, MIDDLE INITIAL)		E-MAIL ADDRESS
SUMMER ADDRESS (PHYSICAL)		SUMMER CITY, STATE, ZIP CODE
SUMMER ADDRESS (MAILING, if different)		SUMMER CITY, STATE, ZIP CODE
PERMANENT ADDRESS		PERMANENT CITY, STATE, ZIP CODE
WHICH ADDRESS WOULD YOU LIKE MAIL SENT TO: <input type="checkbox"/> SUMMER <input type="checkbox"/> PERMANENT		DO YOU HAVE A VALID DRIVER LICENSE? <input type="checkbox"/> YES <input type="checkbox"/> NO IF YES, WHAT STATE?
LANGUAGES SPOKEN FLUENTLY OTHER THAN ENGLISH:	HOW MANY YEARS OF DRIVING EXPERIENCE DO YOU HAVE? <input type="checkbox"/> Less than 2 <input type="checkbox"/> 2-4 <input type="checkbox"/> greater than 4 years	
	DRIVER LICENSE NUMBER	EXPIRATION
Upon notification by the applicable licensing agency EMPLOYEES MUST notify the manager/supervisor that his/her driver license has been suspended, revoked, or otherwise determined to be invalid by the end of the next business day.	CDL <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> C	EXPIRATION
	OTHER	EXPIRATION
HAVE YOU BEEN CONVICTED OF A MISDEMEANOR OR FELONY WITHIN THE PAST TEN YEARS? (ANSWERING YES WILL NOT AUTOMATICALLY BAR YOU FROM EMPLOYMENT.) <input type="checkbox"/> YES <input type="checkbox"/> NO IF YES, EXPLAIN:		
LIST ANY RELEVANT WILDLAND FIRE TRAINING OR COURSEWORK:	LIST RED-CARD QUALIFICATIONS YOU CURRENTLY HOLD: <input type="checkbox"/> CHAINSAW OPERATOR <input type="checkbox"/> HELICOPTER CREWMEMBER <input type="checkbox"/> FIREFIGHTER 2 <input type="checkbox"/> FIREFIGHTER 1 SINGLE RESOURCE BOSS <input type="checkbox"/> CREW BOSS <input type="checkbox"/> FELLING BOSS <input type="checkbox"/> ENGINE BOSS <input type="checkbox"/> DOZER BOSS <input type="checkbox"/> OTHER <input type="checkbox"/> OTHER	

EDUCATION							
HIGH SCHOOL GRADUATE OR GENERAL EDUCATION DEVELOPMENT TEST PASSED? <input type="checkbox"/> YES <input type="checkbox"/> NO				IF NO, CHECK HIGHEST GRADE COMPLETED <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12			
BELOW, LIST YOUR POST HIGH SCHOOL TRAINING, COLLEGE, MILITARY, ETC							
NAME AND LOCATION	ATTENDED	CREDITS EARNED			GRADUATED? YES/NO	DEGREE YEAR	MAJOR OR SUBJECT TAKEN
		QUARTER HOURS	SEMESTER HOURS	OTHER			
EMPLOYMENT HISTORY, Start with present/last position							
1. LAST OR PRESENT EMPLOYER TELEPHONE NO.:					FROM (Month/Year)		
YOUR TITLE: EMPLOYER'S ADDRESS:					TO (Month/Year)		
SPECIFIC DUTIES					Total Months Employed:		
					Hours/Wk	Last Salary	
					Immediate Supervisor:		
					REASON FOR LEAVING NO. OF EMPLOYEES SUPERVISED:		
2. PREVIOUS EMPLOYER TELEPHONE NO.:					FROM (Month/Year)		
YOUR TITLE: EMPLOYER'S ADDRESS:					TO (Month/Year)		
SPECIFIC DUTIES					Total Months Employed:		
					Hours/Wk	Last Salary	
					Immediate Supervisor:		
					REASON FOR LEAVING NO. OF EMPLOYEES SUPERVISED:		
3. PREVIOUS EMPLOYER TELEPHONE NO.:					FROM (Month/Year)		
YOUR TITLE: EMPLOYER'S ADDRESS:					TO (Month/Year)		
SPECIFIC DUTIES					Total Months Employed:		
					Hours/Wk	Last Salary	
					Immediate Supervisor:		
					REASON FOR LEAVING NO. OF EMPLOYEES SUPERVISED:		

You may attach a resume if you have additional work experience.

Please list or describe any additional skills, activities or experience gained through hobbies, volunteer work, etc., which you believe are relevant to the position for which you are applying.

Describe, in the space provided below, why you would like to work for the Department of Natural Resources performing wildland fire suppression?

All answers and statements are true and complete to the best of my knowledge. I understand that untruthful or misleading answers are cause for rejection of my application, removal of my name from the register, or dismissal, if employed.

SIGNED

DATED

The Department of Natural Resources is a harassment and drug free workplace.

GEOGRAPHIC AVAILABILITY

Please number your preference (1, 2 or 3) of the locations within each region where you are interested in working. You must make and send a copy of the complete application packet to each region you are interested in working.

Northwest Region					
	ISLAND COUNTY		SHOHOMISH COUNTY		WHATCOM COUNTY
	SAN JUAN COUNTY		SKAGIT COUNTY		
Pacific Cascade Region					
	COWLITZ COUNTY		PACIFIC COUNTY		THURSTON COUNTY
	CLARK COUNTY		SKAMANIA COUNTY		WAHKIAKUM COUNTY
	LEWIS COUNTY		S GRAYS HARBOR COUNTY		
Olympic Region					
	ABERDEEN		PORT ANGELES		
	FORKS		PORT TOWNSEND		
South Puget Sound Region					
	BELFAIR		NORTH BEND		
	EATONVILLE		TACOMA		
	ENUMCLAW		SHELTON		
	KITSAP COUNTY		SEATTLE		
Southeast Region					
ASOTIN COUNTY		CHELAN COUNTY		GARFIELD COUNTY	
	CLARKSTON		WENATCHEE		POMEROY
KITITAS COUNTY		KLICKITAT COUNTY		YAKIMA COUNTY	
	ELLENSBURG/CLE ELUM		GOLDENDALE UNIT		AHTANUM HANDCREW
	HELITACK CREW		HUSUM UNIT		YAKIMA ENGINES
Northeast Region					
	FERRY COUNTY		LINCOLN COUNTY		PEND OREILLE COUNTY
	OKANOGAN COUNTY		SPOKANE COUNTY		STEVENS COUNTY
	HIGHLANDS FIRE CAMP 20 PERSON HAND CREW, BARRACKS ON-SITE				

REGION INFORMATION

DNR Regions	Counties Served	Region Contact	Application Mailing Address
Northeast Region	Ferry Lincoln Okanogan Pend Oreille Spokane Stevens	Stacey Eslick dnr_ne_hr@dnr.wa.gov Phone: (509) 684-7474 Fax: (509) 684-7484	Department of Natural Resources Northeast Region PO Box 190 Colville WA 99114-0190
Northwest Region	Island San Juan Skagit Snohomish Whatcom	Shesha Zavala shesha.zavala@dnr.wa.gov Phone: (360) 856-3500 FAX (360) 856-2150	Department of Natural Resources Northwest Region 919 N Township Street Sedro Woolley WA 98284-9395
Olympic Region	Clallam Jefferson N Grays Harbor	Cindy Sanders cindy.sanders@dnr.wa.gov Phone: (360) 374-6131 FAX: (360) 374-5446	Department of Natural Resources Olympic Region 411 Tillicum Lane Forks WA 98331-9797
Pacific Cascade Region	Clark Cowlitz Lewis Pacific S Grays Harbor Skamania Thurston Wahkiakum	Judy Hainline judy.hainline@dnr.wa.gov Phone: (360) 577-2025 FAX: (360) 274-4196	Department of Natural Resources Pacific Cascade Region PO Box 280 Castle Rock WA 98611-0280
Southeast Region	Asotin Chelan Garfield Kittitas Klickitat Yakima	Sally Bollinger sally.bollinger@dnr.wa.gov (please do not e-mail applications) Phone: (509) 925-8510	Department of Natural Resources Southeast Region 713 Bowers Road Ellensburg WA 98926-9341
South Puget Sound Region	King Kitsap Mason Pierce	Gretchen Murray gretchen.murray@dnr.wa.gov Phone: (360) 802-7026 FAX (360) 825-1672	Department of Natural Resources 950 Farman Ave N Enumclaw WA 98022-0068